



# noaa week

Special Issue

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NOAA

National Climatic Center

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IF A MAN ...

If a man happens to be 36 years old, as I happen to be, and some great truth stands before the door of his life, some great opportunity to stand up for that which is right and that which is just, and he refuses to stand up because he wants to live a little longer and he is afraid his home will get bombed, or he is afraid that he will lose his job, or he is afraid that he will get shot . . . he may go on and live until he's 80, and the cessation of breathing in his life is merely the belated announcement of an earlier death of the spirit.

Man dies when he refuses to stand up for that which is right. A man dies when he refuses to take a stand for that which is true. So we are going to stand up right here . . . letting the world know we are determined to be free.

Dr. Martin Luther King  
January 15, 1929 - April 4, 1968

# NOAA's EEO Accomplishments in 1975

Since the enactment of the Equal Employment Opportunity (EEO) Act of 1972, Federal agencies have been required to have Affirmative Action Plans (AAP) to assure that their EEO programs are implemented to the fullest extent. One of the four sections of each plan deals with accomplishments during the previous year in terms of the AAP for the prior year. The accomplishment section is a "yardstick" by which the effectiveness of any AAP can be measured.

A brief description of some of the more significant accomplishments in NOAA for 1975 indicates that a good deal of "Affirmative Action" took place. The number of local affirmative action plans increased from 13 in 1974 to 18 in 1975. This increase means that a closer look was taken into specific problem areas which national and regional plans do not address.

Continued publicity was given to NOAA's EEO programs in both in-house publications and the media. This publicity was enhanced by personal contacts with at least 80 different minority and women's organizations nationwide to increase recruitment opportunities. Also in the area of recruitment, four new brochures were published and a video tape was made in Spanish.

The Cooperative Education Program (Co-op) was expanded to include 68 colleges. Twenty-nine of these colleges have a substantial enrollment of women, eight have a large number of Spanish enrollees, and twenty-one of them have a large over-all minority enrollment.

More minorities and women were placed in professional and managerial positions, GS-12 and above, than in the previous year. A total of 22 women, four of them in managerial positions, were placed this year as opposed to nine who were placed in the previous year, with only one of them placed in management. As for minorities, 30 were placed in positions GS-12 and above, with 12 of them in management, as opposed to 23 who were so placed in CY'74, with only two placed in management.

Two new Upward Mobility Training Programs (UMTP) were added to the six existing ones. These are the Administrative Technician Program and the Administrative 20/20 Program. Applications for all the UMTP programs increased from 500 the previous year to over 1,300 this year. More than 100

## A Message from the Administrator

*In this, our third year of commemorating the birthday of the late Dr. Martin Luther King, we can point to many EEO program and individual accomplishments by minorities and women in NOAA. These accomplishments will go a long way toward helping fulfill our commitment to achieve Dr. King's dream in NOAA.*

*This special commemorative issue will highlight some of the accomplishments of the past year in our EEO program. It serves to provide an annual accounting of the degree to which we have moved closer to one of Dr. King's objectives—an equal chance for each individual to succeed. This issue will also discuss some of the far-reaching human gains which Dr. King achieved during his life.*

*Through these positive accomplishments and with the help of our entire NOAA family, I pledge a heightened effort to achieve Dr. King's dream during our bicentennial year.*

*Robert M. White*  
NOAA Administrator

persons were selected for the different programs and over two-thirds of those selected were minority and women candidates.

All part-time employment opportunities were advertised with the aim of encouraging female and minority participation. As of June 30, 1975, NOAA had 484 part-time employees. This number included 269 women (minority and non-minority) and 139 minorities (male and female).

Training for managers and supervisors in EEO was increased so that more of them were made aware of their responsibilities and capabilities in the area of EEO. In addition, courses in race-relations (Focus on Understanding) were stepped up for employees, and EEO Committees were given special training to help them better fulfill their role in the EEO programs.

Guidelines for evaluating supervisory performance in the area of EEO activity were introduced. These guidelines assist managers in giving a more realistic evaluation of their supervisors, and help them to better direct

the EEO efforts of the supervisors into those areas where they show a special interest and expertise. It also helps in promoting a better overall awareness of EEO on the part of management.

Involvement in community activities to facilitate employability in the Federal government was increased. This activity included assistance in finding suitable housing for applicants. Special attention was given to transportation with the formation of car pools and contacts with local public transportation authorities to improve services from areas which do not have easy access to NOAA facilities.

In 1975, International Women's Year, special seminars were designed and offered NOAA-wide. Some of these seminars demonstrated career opportunities for women, especially in fields where women have not participated in large numbers such as cartography, meteorology, oceanography, and engineering.

## Appeal For Action

**by Celso Barrientos, Chairperson, NOAA EEO Committee**

Equal Employment Opportunity (EEO) Committees in NOAA are the advisory groups to management on EEO matters. We work to see that all employees of NOAA are considered for employment and advancement based solely on merit.

We must recognize EEO as a vehicle for assuring all of us equal opportunity under the law. Once we have recognized the spirit of EEO, then we can see overwhelming evidence that a substantial segment of our population has not benefited from the overall concept of EEO. We don't need to look far to see how true this is. NOAA is disproportionately white and male.

We are working to improve the EEO picture in NOAA by: having a vigorous recruitment program; making special efforts to have a wider list of candidates for vacant positions or promotions; and investing resources for training so that our employees will have a better chance for advancement. We should undertake these programs with special atten-

tion to minorities and women. This is EEO Affirmative Action. Affirmative Action does not atone for previous discrimination; rather it is a means for eliminating discrimination in the present.

During 1975, International Women's Year (IWY), the EEO Committee gave special attention to women. We had a successful IWY-EEO Awareness Luncheon in May and an IWY Wrap-up Luncheon in December. At both occasions, we had very exciting and appropriate programs.

The EEO Committee has continued to work with the NOAA Office of Administration and, particularly, with the Personnel Division to initiate and put into effect EEO Affirmative Action Programs. We reviewed the underutilized skills file, produced the minority statistics, and helped in the preparation of the NOAA Affirmative Action Plan.

The EEO Committees work for every employee in NOAA by serving as forums to  
*Continued on page 8*



Celso Barrientos

# NOAA Upward Mobility Training Programs Expanded

In 1975, NOAA continued to support equal employment opportunity within the agency by expanding its upward mobility training efforts. The four scientific upward mobility training programs which were inaugurated in 1974, were expanded to eight with the addition of four administrative upward mobility training programs. Two new administrative training programs were developed, the Administrative Technician and the Administra-

tive 20/20 Work Study Program. The two remaining administrative programs: Administrative Trainee and Administrative Fellowship were opened for the participation of all Primary Organization Elements in NOAA on a nation-wide basis. All six of NOAA's Major Line Components and the Office of Administration are participating in our 1975 programs and the number of applications has risen from 500 applications received in 1974 to over

1,300 received in 1975.

The eight programs are presently operational with 23 selections remaining to be made by the first of February. Since the four scientific programs were described in last year's special issue, this issue only describes the four administrative programs.

The Administrative Technician Program is designed to foster para-professional jobs in the administrative areas throughout NOAA. It is a twelve-month on-the-job training program in the targeted discipline supplemented by formal classroom training. This program is open to employees in grades GS-2 through GS-5 or equivalent grades.

The Administrative 20/20 Work Study Program is a half-time study program for candidates in grades GS-4 through GS-9 or equivalent, who possess a minimum of one year administrative experience or one year of post high school education. Trainees work 20 hours on their present job and spend 20 hours weekly attending college or university courses pursuing an education relevant to administration.

The Administrative Trainee Program is a program designed to prepare employees to enter professional administrative positions throughout NOAA. The program is open to employees in grades GS-4 through GS-8 or equivalent, who have been employed with NOAA at least one year.

The Administrative Fellowship Program is a program designed to attract employees who in future years may progress to fill responsible positions of leadership. The program is open to employees in grades GS-9 through GS-12 or equivalent grades, who have been employed in NOAA a minimum of one year and have shown they possess the ability to accept difficult responsibilities and a potential for growth.

NOAA's upward mobility efforts expanded from the training of 95 trainees in 1974 to 120 trainees in 1975. This represents a very substantial upward mobility undertaking involving a cost in FY'76 of over a million dollars.

Program:	Number of Applications	Number of Targeted Positions	Selections as of December 20				Pending Selections	
			Pos. Filled	M	F	Min. & F % Min. & F		
Graduate Scientist	172	15	15	4	11	13	87	0
Science Intern	66	5	4	2	2	4	100	1
Scientific 20/20 Work Study	160	21	21	15	6	14	67	0
Scientific Technician	335	50	36	22	14	32	89	14
Administrative Technician	67	14	6	2	4	5	88	8
Administrative Trainee	253	8	8	1	7	7	88	0
Administrative Fellow	110	3	3	2	1	2	67	0
Administrative 20/20 Work Study	138	4	4	2	2	4	100	0
<b>Total</b>	<b>1,301</b>	<b>120</b>	<b>97</b>	<b>50</b>	<b>47</b>	<b>81</b>	<b>84</b>	<b>23</b>

## NOAA'S Discrimination Complaint System Provides Equal Opportunities for Employees

The discrimination complaint system as it is viewed today is the product of many years of experience with less sophisticated systems. From about 1962, some type of complaint system has been a part of the overall Equal Employment Opportunity Program. Since the first major Executive Order (No. 10925) dealing with a positive approach to equal employment opportunity, a complaint system has been available to employees and applicants for employment for purposes of redress.

These early efforts toward complaint processing were hampered by a lack of clear guidelines and legal definitions, and a lack of understanding on the part of Equal Opportunity Officers, managers, supervisors, and employees alike. The earlier systems were all without legal recourse, and final administrative decisions were made without any further appeal rights available to complainants.

With the passing of Public Law 92-261, the Equal Employment Opportunity Act of 1972, Federal agencies and employees for the first time were covered by the provisions of the Civil Rights Act of 1964, as amended.

The new Act gives enforcement authority to the Civil Service Commission to assure a strengthened equal employment opportunity program throughout the Federal Government. The Act also requires that all personnel actions be free from discrimination and that affirmative action programs be developed to promote equal opportunity for all employees and applicants.

The complaint system was brought about with the passage of the EEO Act of 1972. Under the Act, complainants no longer have to depend entirely upon administrative avenues to seek redress. The Act extends the rights of complainants to file civil actions in Federal Court if they are not satisfied with the final action taken in their cases by an agency or by the Civil Service Commission's Appeals Review Board.



NOAA Upward Mobility Graduate Scientist Course held in July-August, 1975 in Silver Spring participants were: (Seated, from left) Elizabeth Morse, Chantell Haskins, Cristy McGhee, Vicki Thompson, Teresa Rossi. (Standing, from left) Walter Cottrell, NWS Instructor; James Wright, NOAA Personnel, Special Programs; Guenever Jasper, David Caldwell, Vernell McCalla, Henry Fields, Dr. Duane Cooley, Chief, Technical Procedures Branch, NWS; Dr. Charles Chow, NWS Instructor, Maury Pautz, NWS Instructor and Course Supervisor.

The greatest accomplishment in the com-

# Cooperative Training Program Expanded To Include All MLC's

Since its beginning in 1970, NOAA's Cooperative Education Program has gone through a period of rapid growth and is now being used in all of NOAA's Major Line Components as a major recruitment program. Starting with 50 students and 10 participating universities, the program has expanded to include over 250 students and 60 colleges and universities throughout the country. Nearly \$850,000 has been spent on the program to date and with the number of students currently in the program, the cumulative expenditure will reach well over million dollars this year.

Originally a headquarters program, cooperative education is beginning to flourish in many field locations. The National Marine Fisheries Service has co-op students working in fishery laboratories stretching along the Atlantic and Gulf Coastline from Gloucester, Mass., to Galveston, Tex. The Environmental Research Laboratories employ students in Boulder, Colo.; Oak Ridge, Tenn.; Miami, Fla., and the MESA Project in New York. Co-op students are also working for the National Environmental Satellite Service at Wallops Island, Va., and several have had ship-board assignments under the NOAA Corps program.

Under the Cooperative Education concept, students alternate periods of school with work assignments in NOAA. Thus, students are exposed to the working environment within the agency through on-the-job experience in a field of endeavor directly related to the student's major subject area in college. Generally, students are placed into such disciplines as engineering, mathematics, computer science, business administration, and the physical and biological sciences. Career counseling resources are provided by the colleges and by personnel within NOAA. Co-op students who successfully complete all program requirements, including at least two work periods and 26 weeks of working experience in the agency, can be converted to permanent employment in NOAA without going through the process of competing on a Civil Service list of eligibles.

## Scholarships Assist Minority Employees In Upward Mobility

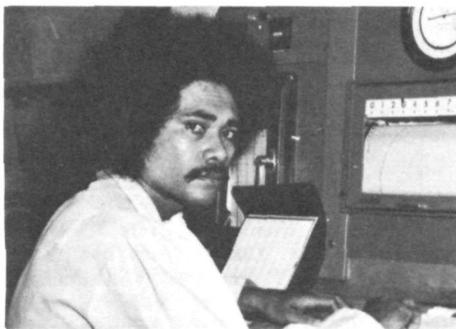
In addition to taking a major part in NOAA's Graduate Scientist Program (UMTP), the National Weather Service uses some of its university scholarship resources for upward mobility of minority employees. An Eskimo meteorological technician is enrolled as a freshman at the University of Alaska under an intra-NWS 20-20 program. An American Indian meteorological technician is attending his junior year at St. Louis University on a full-time scholarship. A black computer programmer is also doing undergraduate work, and three more NWS minority employees are attending graduate schools on government time and scholarship funding.

From its inception in NOAA, the Cooperative Education Program has been considered part of the overall EEO program, with special emphasis placed on the recruitment of women and minority students, particularly in the engineering and the physical and biological sciences. Of the 200 students employed in the Washington Metropolitan area over a five-year period, July 1, 1970-June 30, 1975, 37 percent were minority and 29 percent female. Over the same period of time, 29 percent of the co-op students employed in the field were minority and 25 percent were women. Long-range plans call for more intensive efforts to recruit minorities and women into the scientific and technical disciplines within NOAA as part of NOAA's Affirmative Action Plan for Equal Employment Opportunity.

Through the combined effort made by NOAA managers and supervisors, program coordinators, college officials and students, the Cooperative Education Program is proving its worth. During the past years an overwhelming number of students have displayed high potential in their work assignments. The individual's capacity to learn and to fully utilize his or her academic background on the job has proven that the program can work for the students and the agency. Commendations and outstanding awards have been received by many students in this program. At least six co-op students within the past year have received special recognition for making significant contributions to the division in which they were working. There is a bright future ahead for the Cooperative Education Program in NOAA.



Thomas T. Tatekawa



Emami Lelafu

# NOAA Participants In EEO Training Increase in 1975

The number of NOAA employees who participated in EEO training increased significantly in 1975. Seventeen sessions of "The Supervisor and EEO" were conducted nationwide with 374 supervisors participating. "Focus on Understanding" was presented to 660 employees in a total of 30 sessions. "EEO and the Committee", a training session designed to familiarize committee members with methods for bringing about positive change in their organizations, was conducted seven times with 105 participants. Overall, 1,139 NOAA employees in ten states received EEO training in 1975.

## Lectures, Visits Benefit Students

The NWS School Lecture and Visitation Program, conceived in 1971 under the direction of Evelyn L. Boston, Daisy (McKelly) Alsop and the Systems Development Office EEO Committee, is currently being administered by the NWS EEO Committee under the able leadership of Ms. Alsop.

The program was developed to create an awareness in students (at all educational levels) of job and career opportunities in the Federal service in meteorology and related sciences. It also provides a resource pool of NWS scientists who serve as guest lecturers in the classroom, and guides for tours of NWS Headquarters facilities.

Because of Ms. Alsop's dedicated efforts, the Program has been instrumental in reaching over three thousand students in more than twenty schools in the Washington Metropolitan area.

## Weather Service Program Trains American Samoans For Meteorological Jobs

Eight years ago the National Weather Service began a special upward mobility meteorological technician training program for American Samoans who are nationals of the United States.

Eight Samoans were initially hired and trained in Honolulu in a cooperative program with the East-West Center of the University of Hawaii, U.S. Civil Service Commission, Government of American Samoa, and the National Weather Service. They returned to Pago Pago, American Samoa, to work for the National Weather Service. Although several have left the organization, two are employed in the National Weather Service Western Region, and two have transferred to the Weather Service Forecast Office, Honolulu. The Samoans have developed into very competent technicians. The Official-in-Charge of the Pago Pago weather service office is Thomas T. Tatekawa, formerly from Hawaii. This pioneer endeavor is a fine example of affirmative action taken to provide equal employment opportunities.

# NOAA Employee Achievements In EEO Cited

## Administration

**Ken Jackson** of the Administrative Operations Divisions displayed exemplary leadership qualities as the Chairperson of the Office of Administration's EEO Committee. In addition she provided noteworthy guidance in the reorganizing of the ADMIN EEO Committees in Kansas City, Missouri, and Seattle, Washington.

**H. Marie Marks** of the Office of Management and Computer Systems contributions toward the development of the 1975 Affirmative Action Plan for the Office of Administration was significant. She has also performed effectively as Secretary to ADMIN's 1975 EEO Committee.

During **Raymond Whitney's** three-year tenure on the ADMIN EEO Committee, he has served as Vice Chairperson of the 1974 Committee and Chairperson of the 1975 Affirmative Action Plan Subcommittee. His enthusiasm and dedication in carrying through with his responsibilities in these vital roles enabled the goals of the Committee to be met.

**Beverly Stevens** of the Personnel Division has contributed greatly toward the development of ADMIN's 1975 Affirmative Action Plan. Her ability to zero in on problem areas and come up with solutions has enabled the ADMIN EEO Committee to accomplish many of its 1975 goals.

**Robert Wolin** of the Finance Division contributed much time and effort toward the development of the ADMIN 1975 Affirmative Action Plan.

## National Weather Service

**Evelyn L. Boston**, Chief, Technical Support Section, Techniques Development Laboratory, Systems Development Office has a long and continuing personal commitment to EEO and upward mobility. She has been active both in the Federal government and in community service in the Washington Metropolitan area. Ms. Boston served as a NOAA EEO Counselor for over three years, receiving commendations from NOAA's EEO Officer and the Director, SDO, for displaying a high degree of dedication and sensitivity toward EEO-related problems. Ms. Boston was also instrumental in the conception and formulation of the NWS School Lecture and Visitation Program. After giving up EEO counseling in the Federal service, Ms. Boston redirected her energies toward community service by working on a part-time basis as a volunteer for Jubilee Housing, Inc., Washington, D.C., a non-profit organization established to improve housing conditions and the quality of life for the inner city poor. She serves as board trustee for the institution, seeking support from city officials and other community organizations; recruiting volunteers, raising funds, and renovating apartments.

**Mildred Belton** has been with NWS, Eastern Region Headquarters since June 1971. In addition to her duties as Secretary to the Chief, Data Acquisition Division, Mrs. Belton serves as Secretary of the Equal Employment



*Dona Miyoshi*

Opportunity Committee for ERH. Her goal is to make minorities, students and communities aware of NOAA and NWS activities and programs for future employment. Toward this end, she maintains contacts with many local professional organizations. For many years she has been very active in civic and community activities. She served as PTA president for two years and Vice-president of the Central Council of PTA (awarded a Life Membership in the National Congress of Parents and Teachers Associations); block captain of the Better Education Committee of the school district; member of Nassau-Suffolk Early Childhood Educational Council; member of the Administrative Council of the Charge Conference of her church; church representative on race relations committees to further better housing and social awareness; 4H Leader for approximately 15 years, currently serving on the Executive Committee of the Nassau County Cooperative Extension; 4H Division and on the Board of Directors; Chairperson of the local high school scholarship committee and trustee on the David Kransnow Scholarship Committee of Malverne, N.Y.

**Eleanor Waymer**, Secretary in the Facilities Branch of NWS, Eastern Region Headquarters' Engineering Division, has been in the Federal service since March 1967 and an active participant on the EEO Committee in the Eastern Region. This year, she worked as the Committee's Federal Women's Program Coordinator. Along with her work on the EEO Committee, Mrs. Waymer is very active in her local community. For the past six years she has served as the Vice President and Treasurer of the Mother's Group of Westbury, Inc., a tax-exempt, non-profit organization whose aim is to help maintain a high quality of education in the Westbury, N.Y. Public School District. Since this group's inception



*Mildred Belton*

in 1958, they have provided over \$20,000 in the form of scholarships and gifts to many career and college bound students. Mrs. Waymer also works with the local NAACP, Senior Citizens Program and School Board Voter Registration. With her help, the Westbury School District was able to receive a "Basic Introduction to Weather" presented by the National Weather Service, Eastern Region Headquarters staff members.

**Dr. Celso S. Barrientos**, Research Meteorologist in the Marine Techniques Branch, Techniques Development Laboratory, Systems Development Office, is certainly "a man for all seasons" in the depth and breadth of his commitment to EEO and upward mobility programs. He is currently serving as chairperson of both the NWS and NOAA EEO committees. He is also the Spanish-speaking coordinator for the NWS. Dr. Barrientos also serves as Executive Vice President and chairperson of the Executive Committee of the Progressive Alliance Filipinos and Americans, Inc. (PAFAI), a non-profit corporation working for the betterment of communities in the Washington Metropolitan area. As a member of the American Geophysical Union,



*Evelyn Boston*

Dr. Barrientos is an active participant on its Committee on Minorities and Women. The Committee's role is similar to that of NOAA's EEO Committees—to encourage and assist the scientific community in increasing its employment opportunities for minorities and women.

**Dona Miyoshi** has been a Communications Editor with NWS for two years. Prior to this, she served an enlistment in the U.S. Navy. Dona is, truly, a dedicated employee. She has repeatedly performed in an outstanding manner.

In his capacity as EEO Committee Chairperson for the Central Region of NWS, **Wilbur Wray** has contributed a great deal to the objectives of EEO by: developing regular articles for publication in the "News & Views;" serving as key person in the review and development of the 1976 EEO Affirmative Action Plan; developing a comprehensive fact sheet for supervisors to use in interviewing prospective employees; developing a fold-out brochure for use in high school recruiting; and as Chairperson, implementing a system to evaluate Summer Working Aids to filter out prospective SUMTP candidates.

## National Marine Fisheries Service

The professional achievements of **Elizabeth G. Zook**, Research Chemist, S.E. Utilization Research Center, are well known throughout NMFS and other microanalytical laboratories in the United States and Canada. In addition, she has been quite active in various Parent Teachers Associations within her community, serving at different times as Secretary, Vice President and President.

**Betty Hackley**, National Coordinator for the NMFS Microconstituent Program, was primarily responsible for the preparation of NMFS' comments on the Food and Drug Administration's recent proposal to establish a formal action level for mercury in fish and shellfish. Because of her intimate knowledge of the NMFS program and her broad appreciation of the total problem of mercury in fish, a number of weaknesses in the FDA proposal were identified and appropriate suggestions for changes were made.

**Virginia A. White**, Chemist, S.E. Utilization Research Center, has been a valued employee for 12 years. For the past six years, she has been entirely responsible for the technical direction of the gas chromatography laboratory, supervising work in fatty acid and developing another gas chromatograph for the detection of methyl mercury. Her contributions to the Fish Protein Concentrate Program have been invaluable as are her present contributions to the Microconstituent Program.

## National Ocean Survey

**Harold V. Howard** of the Marine Chart Division serves his community as Chapter Vice President of Children with Learning Disabilities (ACLD); a member of the President's Committee on Employment of the Handicapped; a Charter Member and Officer of the Fort Stevens Lions Club; and as District Chairman for the Boy Scouts of America. As District Chairman, he is responsible for planning, logistics, and scheduling activities for about 2,000 boys and 90 adults.

**Mary N. Brunson** has four daughters of her own and six foster sons. She has sent one daughter to Germany as an exchange student and accepted students from England and Denmark into her home. She is president of the Paul Junior High School PTA and Vice-chairperson of the Upper NW D. C. Neighborhood Planning Council. She created and ran a program that found summer jobs for 99 students and year-round (part-time) work for 12 students.

**Madeline B. White** has earned three awards for her work as a Geodetic Data Clerk. She has accepted responsibilities usually reserved for Technicians and has contributed greatly to the National Geodetic Survey's Satellite Positioning Program. She is the Federal Women's Program Coordinator for the National Ocean Survey and is an officer of the NOS EEO Committee.

**Noreen R. Jones'** enthusiasm for her work is refreshing! It's easy to see that she loves her job as Clerk-Stenographer in the National Geodetic Survey's Information Center. She is eager to explain the most minute

detail of her job and cheerfully willing to train new employees to use the automated equipment in her office.

**Elmo E. Long** is an Oceanographer with the Oceanographic Division. He has co-authored "A User's Guide to a Computer Program for Harmonic Analysis of Data at Tidal Frequencies" and is presently writing a program for "Non-harmonic Analysis of Rotary and Reversing Tidal Currents." He recently completed a full time fellowship at the Massachusetts Institute of Technology where he is working on a Masters Degree in Estuarine Dynamics.

**Daniel M. Garnett** of the Aeronautical Chart Division is planning the charts of the future. He also is a consultant to other government agencies and private industry and helps solve problems in constructing and printing today's charts. The Department of Commerce appointed him to the faculty at the Washington Technical Institute, where he steers students into NOAA's Cooperative Education and Work-study Programs.

Many employees say that **Worthington S. Ross** is "one of the best EEO counselors



**Fannie Powers**

we've got." He gives a great deal of his personal time and effort toward resolving discrimination complaints on an informal basis. As a counselor he enjoys the respect of both employees and management. As a result of his diligence and dedication in working with both EEO Committees and management, NOS has developed a more meaningful EEO Affirmative Action Plan.

**Fannie B. Powers** is the leader of a team of cartographers responsible for making nautical charts of the Southeast United States. For ten years Ms. Powers was the only woman to receive a degree in engineering mathematics from North Carolina A and T State College.

**Gloria T. Mitchell** of the Reproduction Division has reorganized and improved the office filing system by introducing a Production Tab Card System. She gives extra effort to accomplish a more thoroughly accurate product.

**Edmund G. Brunson's** volunteer work as a part-time teacher of cartography to eighth and ninth grade students at Bakus Junior High School has caused several of the students to become interested in pursuing scientific careers.



**Harold V. Howard**

**Robert S. House** is Cubmaster of Pack 770 at Bel Pre Elementary School in Maryland. **Elmo E. Long** and **Robert S. House** are cartographers in the Bathymetric Mapping Group, Marine Chart Division and are responsible for compiling ocean bottom maps to assist the Federal Government in its oil leasing program on the Outer Continental Shelf.

## Environmental Data Service

**Robert M. Whitfield**, formerly an office press helper in NOAA/NOS in the Presswork Branch of the Reproduction Division, entered the Scientific Upward Mobility (20/20) Training Program in 1974. He was assigned to the NGSDC in Boulder, Colorado for on-the-job training in solid earth sciences. He enrolled at the University of Colorado for courses in geology, physics, mathematics, and astronomy. Mr. Whitfield now has completed all of the course work in the 20/20 program in an above average manner and in one year's time has been able to convert to a physics science technician in the Solid Earth Data Service Division's Geomagnetism section. The challenge of the Upward Mobility Program was such that Mr. Whitfield is continuing his education at the University of Colorado as a degree student majoring in physics. He hopes to graduate in 1979 and plans to continue working for NGSDC as a geophysicist.



**Guadencio del Rosario Rivera**

**Charles Samora** has been a most successful addition to the staff of the Data Studies Division of the National Geophysical and Solar-Terrestrial Data Center. When he arrived in mid-summer 1975, he was a Senior at the University of Colorado majoring in mathematics and had never seen a magnetogram or seismogram. He was hired under summer EEO program as a Physical Science Aid. After a quick introduction to the subject

of geomagnetism-and a training seminar on normal and rapid-run magnetograms for further processing, he was introduced to the newly-acquired HP programmable calculator and digitizer system and the terminal that linked it to the local time-shared computer. Only this brief introduction, he began working on the largest custom digitizing contract ever received in NGSDC for the production of standardized, common-scale data from rapid-run magnetograms. Working with other DSD staff, Charley became accomplished at the operation of the digitizing system and quickly became proficient in the computer language used to edit the raw digital data on the disc files. He was found so useful that his appointment was continued. During the summer and early fall, three contract digitizing jobs were completed. In addition, Charley worked with DSD Guest Worker Dr. Kamide and staff physicist Herb Kroehl to perform a large quantity of digitizing preparatory to the computer analysis of the magnetic variations at 82 northern hemisphere observatories. From this work a computer-produced movie was prepared that shows with high resolution the changes in distribution of magnetic equipotentials (equivalent currents) over a 36-hour interval during which several unusual substorms occurred.

**Don L. Scott**, library technician, has been a member of the EDS Atmospheric Sciences Library staff since 1962. He quickly became familiar with the collection and circulation functions and was able to help library staff and library users locate pertinent material. He became an expert in climatological data and maps and provided one of the library's most important services—climatological data reference. Through his own efforts, he also learned about other aspects of reference service and furnished timely service to the library users' diverse needs. Additionally, he provided informal on-the-job training to the professional and non-professional staff members.

**Benjamin F. Williams**, library technician in EDS' Atmospheric Sciences Library, joined the staff in 1967. His chief duty at that time was to shelve the wide variety of climatological library material (e.g. data from foreign countries, journals, maps, books, microfilms, etc.). He is presently in charge of circulation and his familiarity with the collection makes him invaluable to both users and staff members. During the past year, Mr. Williams has been involved in two special projects that were both physically arduous and tedious. Last spring, it was necessary to transfer approximately 30,000 books to the National Agricultural Library 15 miles away from the National Weather Service headquarters site.

**E. Franklin Johnson** through his untiring efforts, dedication, and initiative under extremely difficult circumstances brought about the timely production of an automated file for producing the first U.S. Directory of Marine Scientists. During the latter part of 1973, the National Oceanographic Data Center (NODC) agreed to assist the National Academy of Sciences (NAS) in preparation of a directory of U.S. personnel working in the marine sciences. Mr. Johnson was assigned the task of overseeing all NODC operations required for keypunching information from questionnaires, structuring and sorting data files, and preparing final directory listings.

**Nelson C. Ross, Jr.**, Oceanographer with the National Oceanographic Data Center, is the Environmental Data Service's Liaison Officer for the Pacific Coast States, including Hawaii. Based at the Southwest Fisheries Center in La Jolla, Calif., Mr. Ross locates sources of marine data for inclusion in the EDS data banks; assists data users in obtaining data and products from EDS centers; and conducts extensive liaison with the West Coast marine community. He is one of the best authorities on plans in the marine sciences in his geographic area of responsibility.

**Radolphis Bonnette**, employed in the National Oceanographic Data Center's Key Entry Section, is an appropriate addition to the Martin Luther King issue because of his exceptional work in affairs of the church. Mr. Bonnette participates in three choirs—the Young Adult Choir, Amalgamated Choir, and the Combined Youth Choir.

**Charles E. Cotten** has been NODC's Staff Assistant for Administration since January 1974. Almost immediately after reporting for duty, Mr. Cotten had to arrange for and coordinate NODC's move from the Navy Yard

**Claude Finley** is a Meteorological Technician in the Center for Experiment Design and Data Analysis. During GATE he served on the NOAA Ship RESEARCHER as shipboard Data Manager and was cited by the chief scientist for his outstanding contribution to the field program. His dedication and skill during three months at sea were directly responsible for the logging, packaging and transfer of all data to the data center. Following the field plan of GATE, Mr. Finley returned to CEDDA to inventory and organize the files for all GATE data and to work with lead analysts on data processing and editing tasks.

**Vernon Wiggins**, Meteorological Technician at the National Climatic Center, was the recipient of the Department of Commerce Bronze Medal in 1974. He also is a staff member of the Data Digitizing Section at the Center that was awarded a NOAA Unit Citation by the Administrator in 1975. Mr. Wiggins received his Bronze Medal in recognition of his interest in self-improvement and for the leadership he consistently displayed in furthering the Center's Equal Employment Opportunity Program. The NOAA Unit Citation, in which he shared, was awarded for the highly efficient translation of precise points on NOS continental shelf charts into digital equivalents for use in the computer.

**Gaudencio del Rosario Rivera** is a senior Meteorological Technician assigned since September 1973 to the Processing Branch of the Center for Experiment Design and Data Analysis. Mr. Rivera provides technical supervision and guidance to employees who reduce, review and edit upper air flight data that has been automatically recorded during large-scale field projects. He has contributed significantly to this effort by developing better procedures for semiautomatically processing these data. In addition to his regular duties, Mr. Rivera volunteers to work in other areas of the Branch during periods of crisis and personnel shortages.



**Kenneth Burton**

to the Page Complex in Georgetown. The move was accomplished most efficiently with a minimum of discomfort to NODC personnel and minimum disruption to NODC's customer services. This apparently effortless transaction was possible because of the planning and many hours of coordination that Mr. Cotten put into this project.

**Kenneth Burton** is an Electronics Technician with the Center for Experiment Design and Data Analysis, where he maintains a wide variety of complex equipment ranging from decommutation units used to process GATE field data to computer terminals which interface with a PDP-11/50 computer system. His dedication and skill in maintaining this vital equipment have prevented the loss of any production time due to equipment failure. In particular, since the decommutation equipment was so crucial to GATE data processing, he developed a bench stock of key components and performed daily maintenance checks to preclude failures. Mr. Burton also developed considerable skill in maintaining new equipment acquired by CEDDA. He solved major interface problems between new cathode ray tube terminals and high-speed terminal points. Mr. Burton has also been active in many areas outside of his job.



**Robert M. Whitfield**

**Grant Garris** is an Assistant Tape Librarian in the Center for Experiment Design and Data Analysis. This is not a typical tape library function since more than 12,000 data tapes are located at three different computer sites and the frequent movement of tapes between areas to support programs requires continuous, timely bookkeeping on each tape in the system. During a typical month more than one thousand tapes are moved between the two Page Buildings and the Computer facility at Suitland, Md.

## National Environmental Satellite Service

Laura N. McLamb, Secretary to the Chief, Field Services Division, is a Volunteer in Probation (VIP) under the State of Maryland's Department of Parole and Probation. Volunteers in this program provide support and guidance to probationers who look upon the Volunteer as more of a friend than an authority figure. The probationer reports to the Volunteer in the same manner as he or she would to a Probation Officer.

Jean L. Hyatt has been employed at NESS since September, 1961 as a Physical Science Technician in the Physics Branch, Office of Research in Suitland, Maryland. Jean is a former NESS EEO Committee member. She is a member of the Sodality at St. Margaret's Church. Active in both the Boys and Girls Club of Glenarden, Maryland. Jean's interest in community affairs has earned her the respect of her neighbors. Jean is also involved in NOAA's college recruitment efforts directed toward minorities.

Elizabeth D. Shaw, Program Assistant for the Field Services Division, Office of Operations, has been a music director and church organist for 15 years. A life-time resident of Washington, D.C., she has performed numerous recitals and concerts throughout the metropolitan area, including performances at the Washington Cathedral and the Foundary Methodist Church in D. C., and St. Paul's Episcopal Church in Denver, Colorado. Ms. Shaw is presently Organist and Minister of Music at St. Andrew's Episcopal Church, Mayo, Maryland. She has accompanied renowned soloists and performed for charity benefits on various occasions. She served on the Bishops Committee to the Diocesan Convention in 1970, the Prince George's Music Teachers Association, and the Board of Directors, Oxon Hill Recreation Association. In addition to her musical involvement, she is a tax consultant for minority small business and the underprivileged. Her work accomplishments include several Outstanding Performance Ratings, serving as Co-Chairperson for the NESS Combined Federal Campaign, and election as an officer to the NESS EEO Committee.

Jesse M. Rodriguez, born in Puerto Rico, has been a NOAA employee for 11 years. He is a valuable staff member of the Satellite Experiment Laboratory at NESS in Suitland. In addition to being the NESS Safety Officer; Jesse is the Spanish speaking representative on the NESS EEO Committee; President, NESS Camera Club; Staff writer of the NESS News Letter and the ex Vice-Chairperson of the Employees Advisory Council. Jesse also enjoys a well-rounded community and civic life. He is active in the American Red Cross as an instructor in the Multimedia First Aid and Cardio-Pulmonary Resuscitation. He's the Chairperson of the Police Community Relations Project for the Prince Georges County Human Relations Commission. His other activities include: Board of Directors, Spanish Speaking Community of Maryland; Chairperson, Civic Committee for Prince Georges County's Bicentennial Commission.

## 1200 Participate In IWY Seminars On Self-Development

During International Woman's Year, NOAA offered employees in the Washington Metropolitan Area the opportunity to participate in an IWY Developmental Program consisting of a one-day seminar which introduced participants to concepts of career development, assertiveness training and transactional analysis, followed by in-depth training courses on the three subjects.

The Program offered the 1200 employees who participated, opportunities for self-development by teaching them how to create their own goals, plan for their careers, improve interpersonal communications, and improve their understanding of human relations.

These developmental programs are succeeding in improving opportunities for women in NOAA. Our goal is to be able to show accelerated progress of women in NOAA. Only then will we be able to truly boast of our accomplishments.

## 26 Alaska Natives Now Work For NWS, Four Added in 1975

Since 1967, the Alaska Region of NWS has aggressively searched for and hired Alaska Natives to work as meteorological technicians and electronics technicians. Twenty-six are now employed full time in sixteen stations. Four new Natives were employed during the past year and, one is currently enrolled in the NOAA Upward Mobility Training Program. Another Native is participating in a 20/20 Work Study Program funded by the Weather Service. He has moved from his home station at Bethel, Alaska, to Anchorage to complete course work at the University of Alaska while employed in the regional headquarters.

At WSO Unalakleet, all three employees consider that community to be their home town. Official in-Charge, Weaver Ivanoff, is a member of the Village Council and Village Native Corporation. He is deeply involved in establishing Second Class City status for Unalakleet, a village of about 700 people on the west coast of the State.

## Appeal *Continued from page 2*

isolate problems, discuss solutions, and recommend possible actions. Members of the Committee serve as your spokespersons on EEO matters. We are always open to your suggestions.

While much has been accomplished, our work is not yet finished. We are committed to the goal of equal opportunity for all NOAA employees and will continue to work toward that goal. We are grateful for the vigorous support of Dr. Robert M. White, Administrator, and the managers in NOAA. We need the continuous support of management. But most importantly, we appeal to all NOAA employees to support the EEO programs in NOAA. We need total involvement. Let us not be apathetic. Everybody can contribute and make a difference. There is much yet to be done.

## Dr. King's Master Plan

Dr. King appeared on the scene in Montgomery, Alabama when his people were seeking a leader. He was able to transform a spontaneous racial protest into an awesome massive resistance movement with a method and an ideology. He had an instinct for symbolic action, and knew how to dramatize the truth. Essentially, what he accomplished in mobilizing for an all-out assault on segregation, was to link new methods with traditional techniques of protest. From this thrust, we can see his accomplishments evidenced through the eight basic components of his master plan. These accomplishments are:

1. He was able to move people to resist the evil of segregation in a passive non-violent spirit. He stated on many occasions when the presence of violence hovered near, "We should refuse to cooperate with injustice." Positive resistance as exemplified by Dr. King became a powerful personal and social weapon.

2. He was able to mobilize people to use the power of love in their everyday lives. Violence was to be avoided at all costs—resistance was to be peaceful and in a spirit of love.

3. He was able to mobilize people in an all-out fight for first class citizenship. He conducted training workshops for leadership in the civil rights struggle.

4. He was able to stimulate the legal and legislative fights in the courts and in the Congress by working through and supporting organizations involved in the civil rights struggle. The monumental civil rights legislation passed during this era was due to Dr. King's efforts. His unique ability to mold public opinion through education helped change internal attitudes of all our citizens.

5. He was able to awaken the churches of the country to fulfill their social responsibilities. He roused the ministry, especially in the black churches to spiritually and physically help the masses to plod on in the civil rights struggle.

6. He got people to vote. He was able to use the power of the ballot to bear upon powerful elected officials.

7. He was able to awaken all classes of people to join in the struggle for equal rights. Through his efforts, class distinctions were forgotten as all people mobilized for the fight for justice.

8. He was able to prepare his followers for what was to come in a mixed society. He preached self-reliance and the excellence of human achievement.

Dr. King was able to hold all manner of peoples together in a coalition which successfully fought and won gains in the struggle for an equal and free society.



# **National Oceanic and Atmospheric Administration**

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